

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday
December 8, 2015

Maryland State Board of Education
200 W. Baltimore Street
Baltimore, Maryland 21201

The Maryland State Board of Education met in regular session on Tuesday, December 8, 2015 at 9 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. Guffrie M. Smith, President; Ms. Linda Eberhart; Dr. Chester Finn, Jr.; Mr. Larry Giammo; Dr. Michele Jenkins Guyton; Mr. Andrew R. Smarick; Ms. Quinn Wandalowski; Ms. Laura Weeldreyer and Dr. Jack Smith, Interim State Superintendent of Schools. Dr. S. James Gates, Jr., Vice-President; Mr. James H. DeGraffenreidt, Jr.; Ms. Stephanie R. Iszard; and Mrs. Madhu Sidhu were absent.

Elizabeth Kameen, Esq., Assistant Attorney General, and the following staff members were also present: Ms. Kristy Michel, Deputy State Superintendent for Finance and Administration, Dr. Miya Simpson, Executive Director to the State Board, Dr. Henry Johnson, Interim Deputy State Superintendent for Teaching and Learning, and Penelope Thornton Talley, Esq., Deputy State Superintendent for School Effectiveness.

PARCC ASSESSMENT AND ACCOUNTABILITY UPDATE

The Superintendent asked Dr. Henry Johnson, Dr. Douglas Strader, MSDE Chief, Planning Branch; and Chandra Haislet, MSDE Chief, Accountability Branch, to provide a second and final presentation on the state and district level PARCC assessment data for the 2014-2015 administration of grades 3-8 in Math and English Language Arts.

Dr. Johnson said that the presenters would also be discussing resources for understanding the PARCC results and future plans for the Maryland assessment program.

Dr. Strader discussed the history of the Maryland Assessment Program and provided a graph depicting trend data of Maryland's K-12 testing program. He discussed the five performance levels which describe how well students meet academic expectations and stated that MSDE is recommending that levels 4 and 5 be the determination of students who are on track for college and career readiness.

Ms. Haislet discussed charts showing the PARCC 3-8 Assessment results by performance levels in Math and English Language Arts. She also provided charts showing these results by racial category and student service groups for grades 3-8.

She discussed a local education agency (LEA) summary for grades 3-8 of the PARCC assessments. She explained that, as a result of Maryland's approval of an ESEA flexibility waiver, students in middle school taking Algebra I, Algebra II, or English 10 take the High

School PARCC assessment instead of the grade 3-8 assessment. She presented a summary of those scores as well.

In response to requests by Dr. Finn and Ms. Eberhart, Ms. Haislet agreed to provide the Board with a breakdown of students in each level by grade. Dr. Finn also asked if the data can show why math scores are lower in middle school. Ms. Haislet said yes and agreed to provide that information to the Board.

Interim State Superintendent Dr. Jack Smith reported that a Math Advisory Group had been formed several years ago to look at promising strategies to improve math test scores and agreed to invite the group to present their findings to the Board.

Dr. Johnson reported on resources for parents and teachers to understand the PARCC scores which, he noted, are translated into ten different languages. He stated that the Maryland PTA conducted 29 events this past year, including a webinar, for parents throughout the State to help them understand their students' test results.

Ms. Eberhart reported on a program in Massachusetts in which parents are able to drill down and look at specific test questions to determine how to help their child be successful in school. Dr. Johnson said that PARCC does plan to provide this information for teachers but that they are not quite there yet. He said, "We are looking at doing it outside without PARCC."

Dr. Strader said that parents will not be able to see how students did on particular questions but that teachers will be able to share that information with parents. He said, "For the future, it would be good but we don't have the accessibility right now. We can aspire to Massachusetts standards."

Dr. Finn expressed concern about the *2015 PARCC Score Report Interpretation Guide for Parents*. He said that parents will have difficulty understanding the *Guide*. Dr. Johnson asked Board members to provide him with suggestions to adapting the *Guide* so that it will be useful for all parents.

President Guffrie Smith said, "We want to make it as understandable as possible. Please move forward to do that. This is a priority."

Dr. Finn suggested that the document include two boxes that, when checked, would clearly let parents know if their child is on track for college and/or a career.

In response to a question by Ms. Weeldreyer, Dr. Johnson said that the year two report will be presented to the Board in April or May.

Ms. Eberhart said, "Go to 'Understanding the Scores' online. I was disappointed. We need to have input on this."

Mr. Giammo said, "Could we get something that is more definitive of when things are done. Please give us a timeline about what's being shared with parents."

Dr. Johnson said, “We need to receive feedback from all stakeholders. We would like to get information from parents on what they would like to see. In subsequent years, we will be able to get information much quicker since students will take all of the assessments online.”

Dr. Guyton said, “We need clear results of how children compare to other students. We need to share with parents how other students are doing.”

Dr. Finn said, “Good test, miserable reporting system.”

Dr. Johnson reported that years one and two of PARCC testing are transition years and will not be used as a graduation requirement but that in year three a minimum score on PARCC English Language Arts and Math will be a graduation requirement.

Dr. Strader explained that his staff is working on identifying cut scores and that they have engaged a Technical Advisory Committee in Psychometrics to generate valid inferences on how to equate scores to former tests. He said they will be presenting their recommendations to the Board in February.

The Interim Superintendent said the Board will receive three or four possibilities in February which may include a tiered approach through a composite score.

In response to a question by Ms. Eberhart, Dr. Jack Smith said that there will continue to be three pathways for graduation: tests scores, combined scores and alternative methods.

In response to another question by Ms. Eberhart, Dr. Johnson said that LEAs make the decision about placing students in transition courses.

Dr. Finn said, “We need a primer on who decided what is on a diploma.” The Interim State Superintendent said “Maryland only has one high school diploma. The State Board decides whether there is more than one diploma.”

Mr. Smarick suggested a one or two hour work session for Board members since he does not feel prepared to make these important decisions.

The President agreed and asked the Interim Superintendent to arrange a briefing session for the Board on this subject.

Ms. Eberhart requested a breakdown of scores for students taking the test online and those using paper and pencil.

Mr. Giammo asked, “Why are there profound differences in LEA scores? How do these scores correlate to student test scores on coursework?”

Dr. Jack Smith said that these questions, along with how PARCC test scores correlate to SAT scores, are questions that will be able to be answered now. He said, “This is a significant positive shift in how we do our work.”

In response to a concern expressed by Mr. Giammo, Dr. Jack Smith agreed to send the first set of released test items to the Board for their perusal.

CONSENT AGENDA

President Smith asked for a motion to approve the Consent Agenda.

Upon motion by Dr. Finn, seconded by Mr. Smarick, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 8)

- Approval of Minutes of October 27, 2015
- Personnel (copy attached to these minutes)
- Budget adjustments for October, 2015

LOCAL, STATE AND FEDERALLY MANDATED ASSESSMENTS

Interim State Superintendent Jack Smith asked Dr. Johnson to provide a summary of the time students spend taking local, state and federally mandated assessments in each Maryland school system by grade level and an update on actions taken thus far to meet the requirements of House Bill 452/Chapter 421 –Commission to Review Maryland’s Use of Assessments and Testing in Public Schools.

Dr. Johnson reported that he represents MSDE on the Commission and noted that they surveyed LEAs to determine which assessments are given locally and then the Commission added in state and federally mandated assessments. He explained that the State Board is asked to submit the report to the General Assembly by December 15th. He said that the Commission plans to meet monthly and report its finding by July 2016 and LEAs will review and consider findings by September 2016. He said the State Board is to respond to the Commission findings by October 1, 2016.

Dr. Johnson reported that comments by LEAs were placed into three major categories:

1. Assessments – their impact on schools, the school day, and instruction
2. Duplicative testing
3. Types, uses and purposes of assessments.

In response to a question by Mr. Giammo, Dr. Johnson said that this report does not compare *apples to apples* since districts give a variety of assessments.

Ms. Eberhart said, “We should make sure we include the relevance of this data.” She noted that a whole class of kindergarten students being tested requires a lot more time than testing of students in higher grades.

Dr. Jack Smith explained that many tests that are given at the local level are not “mandated” and that this report refers to only those that are “mandated.”

Dr. Finn said that the Board's comments should state, *These data are not a meaningful metric on testing in Maryland schools*. He said, "I have no interest in making state rules on testing."

Mr. Smarick said, "This data is meaningful. We have a decentralized education system. People should take their problems up with LEAs."

President Smith said, "LEAs do have a certain amount of autonomy. It is meaningful."

Dr. Johnson offered to go back and survey districts to get more detailed reporting and include that as a part of the Board's response.

Interim State Superintendent Jack Smith reported that LEAs said they are in transition and that this has caused some difficulty for them and that this be mentioned in the Board's response. He said, "This State is in a state of flux about so many things." He agreed to craft a response and send to the Board for its input.

Dr. Johnson suggested asking LEAs to provide the changes that they have made in their assessment programs which could be included in the Board's response as well.

ELEMENTARY AND SECONDARY EDUCATION ACT (ESEA)

Interim State Superintendent Jack Smith said that the Senate is expected to pass the reauthorization of the ESEA today which is very good news for the nation and the state. He asked Mary Gable, Assistant State Superintendent, Division of Academic Policy and Innovation, and Chandra Haislet to provide an update on the ESEA Flexibility Waiver renewal that Maryland received in July 2015.

Ms. Gable explained the principles of ESEA flexibility which is effective for three years through the 2017-2018 school year, barring ESEA Reauthorization. She reported that, regarding teacher/principal evaluations, Maryland was granted a pause in accountability and provided a timeline for reporting to the U.S. Department of Education (USDE). Ms. Gable said that an ESEA Workgroup was established two years ago and that they are working on a submission to the USDE by January 31st although they may request an extension until the end of March.

Interim State Superintendent Jack Smith said that as of last week, all of these timelines will change once the new Law is passed.

In response to a question by Dr. Finn, Ms. Gable said that the understanding is that MSDE is operating under the flexibility waiver until the new Law is signed.

Dr. Finn said that since the new Law transfers many responsibilities from the USDE to the MSDE, an organized briefing for everyone in Maryland government is needed.

Interim State Superintendent Jack Smith said, "We will do this. We will do presentations here for staff and other Departments. He said that there may not be any amendments to be adopted --

“This is a compliance issue. We have been working with superintendents on a plan and we will bring it to you in January or February. We are not making any decisions today.”

Ms. Haislet discussed a further look at accountability. She said that academic year 2014-2015 acts as both the baseline and the first year of incremental targets. She explained the process used to report against targets and stated that Maryland selected Option A -- out of three options -- for cutting the proficiency gap in half.

Interim State Superintendent Jack Smith said, “We are going to bring this back next month to get approval for AMOs. We are doing this to be compliant.”

13A.04.02 SECONDARY SCHOOL CAREER AND TECHNOLOGY EDUCATION (CTE) (ADOPTION)

Interim State Superintendent Jack Smith introduced Jeanne Marie-Holly, Career and Technology Education, to answer any questions of the Board on the amendments to 13A.04.02 Secondary School Career and Technology Education. He recommended adoption of the amendments.

Ms. Marie-Holly discussed the changes to the regulation and noted that no comments were received during publication in the *Maryland Register*.

Ms. Eberhart suggested that the Board take a deeper dive into CTE and what is happening in the State of Maryland. Dr. Johnson agreed to provide additional information and give a presentation to the Board on this topic.

Ms. Weeldreyer requested that the presentation include the academic criteria for students to enter CTE programs.

Dr. Finn also requested that the presentation include a discussion of what constitutes career readiness. Ms. Marie-Holly explained that there are many industrial readiness assessments that measure career readiness and agreed to provide those to the Board.

President Guffrie Smith said, “One of the keys is the CTE activities. Newer Board members need to attend. We should ask new Board members to attend various sessions to find out about CTE. We need a deeper dive.”

Upon motion by Dr. Guyton, seconded by Mr. Giammo, and with unanimous agreement, the Board adopted 13A.04.02 Secondary School Career and Technology Education. (In Favor – 8)

13A.08.07 TRANSFER OF EDUCATIONAL RECORDS FOR CHILDREN IN STATE SUPERVISED CARE (ADOPTION)

Interim State Superintendent Jack Smith invited Kristina Kyles-Smith, Assistant State Superintendent, Division of Student, Family and School Support, and John McGinnis, Pupil

Personnel Specialist, to brief the Board on 13A.08.07 Transfer of Educational Records For Children in State Supervised Care. He recommended Board approval of this amendment.

Mr. McGinnis explained that in 2012 the Maryland General Assembly integrated the educational stability provisions of the Fostering Connections Act into the *Education Article*. He explained that his staff has consulted with many government agencies to establish a regulation to implement the provisions of this Act.

Interim State Superintendent Jack Smith said that staff received great feedback from advocacy groups to clarify aspects of the Law.

Upon motion by Mr. Giammo, seconded by Ms. Weeldreyer, and with unanimous agreement, the Board adopted 13A.08.07 Transfer of Educational Records For Children in State Supervised Care. (In Favor – 8)

EXECUTIVE SESSION

Pursuant to §3-305(b)(1) of the General Provisions Article, Annotated Code of Maryland, and upon motion by Dr. Finn, seconded by Mr. Giammo, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, December 8, 2015, in Conference Room 1, 8th floor of the Nancy S. Grasmick State Education Building. All Board members were present except for Dr. S. James Gates, Mr. James DeGraffenreidt, Jr., Ms. Stephanie Iszard, and Mrs. Madhu Sidhu. In attendance were Dr. Jack R. Smith, Interim State Superintendent of Schools, Kristy Michel, Chief Operating Officer, Penelope Thornton Talley, Esq., Chief Performance Officer, Dr. Henry Johnson, Interim Chief Academic Officer, Dr. Miya Simpson, Executive Director, Office of the State Board. Assistant Attorneys General Elizabeth Kameen, Jackie La Fiandra, and Derek Simonsen were also present. The Executive Session commenced at 12:00 p.m. (In favor – 8)

The State Board approved give Opinions and one Order for publication.

- *Gloria Archer-Williams v. Baltimore City Board of School Commissioners* – teacher termination – Opin. No. 15-37
- *Greg & Sivan K. v. Montgomery County Board of Education* – student transfer – Opin. No. 15-38
- *Patricia Karp v. Baltimore City Board of School Commissioners* – non-renewal of teaching contract – Opin. No. 15-39
- *Samira L. v. Howard County Board of Education* – early K entry – Opin. No. 15-40
- *Marcia Martin v. Baltimore City Board of School Commissioners* – non-renewal of teacher certificate/teacher termination – Opin. No. 15-41
- *Stephen M. & Marilia M. v. Montgomery County Board of Education* – 1st grade entry – Order No. OR15-12

Dr. Smith and Elizabeth Kameen presented the legal issues intertwined in the decision whether to continue Maryland's participation in the PARCC Consortium. They centered on the contracts with Pearson and PARCC, Inc.

Elizabeth Kameen briefed the Board on the recent lawsuit Mr. Allen Dyer filed in federal court against the State Board and its members, individually and in their official capacity.

Dr. Smith presented two administrative matters. The first was that DoIT would be taking over some management aspects of State agencies IT systems. Second, he explained that he had been invited to Shanghai by the World Bank to present at a conference. His expenses would be paid by the World Bank.

President Smith announced that the Board had received 16 applications for the Baltimore City Board of School Commissioners. The review committee is Dr. Michele Guyton, Mr. James DeGraffenreidt, Jr., and Ms. Linda Eberhart.

At this juncture, all staff left the meeting except counsel. President Smith discussed the procurement for the search firm and the RFPs that have been received. The Board briefly discussed the merits of the applicants.

The session ended at 1:05 p.m.

RECONVENE

The meeting reconvened at 1:10 p.m.

MASTER PLAN UPDATES

Interim State Superintendent Jack Smith asked Kristy Michel, Kristina Kyles-Smith and Walter Sallee, Coordinator, Comprehensive Planning, Division of Student, Family and School Support to discuss the Bridge to Excellence (BTE) Master Planning Program.

Ms. Kyles-Smith provided an historical perspective of the Program explaining that The Thornton Commission was formed to oversee the state finance process. She reported that the Commission submitted its Final Report in 2002 and a new funding formula was created based on adequacy, equity, simplicity and flexibility.

She discussed the Master Plan timeline from 2002 until the present time. She explained that in past years, LEAs were required to submit an annual Master Plan Update but that beginning in 2015 a Five-Year Comprehensive Plan is required. Ms. Kyles-Smith stated that all LEAs have submitted their Comprehensive Five-Year Plan as of this date.

Mr. Sallee reported on the focus of and process in creating Master Plans. He noted that, in partnership with LEAs, MSDE provides guidance and technical assistance when needed.

Ms. Michel provided graphs depicting elementary and middle grades achievement growth tracked with increases through the BTE. She said, "Increases in funding have correlated to increases in achievement growth."

Dr. Finn said, “How does this show that?”

Mr. Sallee reported that a study that was conducted by NGT of America looked at the financial infusion and determined that increased amount of funding did increase student test results.

Dr. Finn said, “There is a lot of research that shows the opposite.”

Interim State Superintendent Jack Smith said that there was strong correlation between increases in funding and increases in student achievement.

Ms. Kyles-Smith explained that the BTE also provides other initiatives to improve student achievement such as strategies to close achievement gaps and assist English language learners.

President Guffrie Smith said, “This report needs to show improvements other than financial.”

Dr. Guyton said, “Please do a more sophisticated presentation.”

Interim State Superintendent Jack Smith said there is a lot of anecdotal evidence on student progress provided by LEAs.

Ms. Michel reported on planned versus actual revenues for the last two years as well as planned expenditures per reform area for FY 2016. She said that the 2015 review of Master Plans revealed that LEAs are reviewing data, implementation strategies and using funds to increase student achievement and close achievement gaps. She noted that all 24 Master Plans have met BTE requirements.

In response to a request by Dr. Finn, Ms. Kyles-Smith agreed to provide the Board with data on the effectiveness of the strategies used in the lowest performing schools.

President Guffrie Smith said, “We are moving toward what really occurs. We do have to look at this and evaluate what we spend time on.”

Interim State Superintendent Jack Smith said, “Master Plans must be submitted to the State Board. It was just reauthorized last year. The General Assembly thinks the process must be rethought. The Master Plan process is a large undertaking. There are questions about what the effectiveness is. There is something the State Board can do to re-evaluate this process if you want to communicate these thoughts to the General Assembly.”

President Guffrie Smith suggested asking the MSDE to look at this and come up with suggestions as well as obtaining suggestions from LEAs.

Dr. Finn said, “This could feed into the accountability system of the LEAs.”

Interim State Superintendent Jack Smith offered to draft a letter from the State Board to leaders of both houses of the General Assembly suggesting ways to make the process more meaningful.

Upon motion by Ms. Weeldreyer, seconded by Mr. Smarick, and with unanimous agreement, the Board approved the suggestion of Interim State Superintendent Jack Smith to provide a draft letter from the State Board to leaders of both houses of the General Assembly suggesting ways to make the process more meaningful. (In Favor – 8)

In response to a concern expressed by Mr. Giammo about the need for more sophisticated and analytical PARCC results, Interim State Superintendent Jack Smith said, “We have people in this building who have the requirements but they have other jobs. We can get back to you in January with what we can do and where there are gaps. We will give you an analysis of staffing and expertise.”

Mr. Smarick said, “Other states have separate offices. We are open to other options.”

INTERSCHOLASTIC ATHLETICS IN THE STATE (ADOPTION)

Interim State Superintendent Jack Smith introduced Robert Warner, Executive Director of the Maryland Public Secondary Schools Athletic Association (MPSSAA) and Susan Spinnato, Director of Instructional Programs, to answer any questions of the Board regarding the adoption of 13A.06.03 Interscholastic Athletics in the State. He requested State Board adoption of the regulation as presented.

Mr. Warner explained that this proposed change to the swimming regulation provides schools with flexibility to reschedule postponed events and complete a full season of competition.

Upon motion by Mr. Smarick, seconded by Dr. Guyton, and with unanimous agreement, the Board adopted 13A.06.03 Interscholastic Athletics in the State. (In Favor – 8)

INTERIM STATE SUPERINTENDENT’S REPORT

Interim State Superintendent Jack Smith provided an update on the following topics:

Race To The Top (RTTT) Update

Interim State Superintendent Jack Smith asked Mary Gable to introduced presenters to give an update on RTTT programs.

Ms. Gable introduced Dr. Henry Wagner, Superintendent of Dorchester County Public Schools (DCPS); Dr. Lorenzo Hughes, Assistant Superintendent for Instruction, Dorchester County Public Schools (DCPS); Dr. Carol Williamson, Superintendent of Queen Anne’s County Public Schools (QACPS); and Mr. William Burke, Chief of Organizational Effectiveness for Baltimore County Public Schools (BCPS); to provide a local perspective on the strategic accomplishments made as a result of RTTT funding in their school districts.

Ms. Gable discussed the eight State Board Goals created in December 2009, the Vision and Mission of the State Board and the RTTT Goals. She provided a crosswalk of the Board and

RTTT goals to show how they aligned. She discussed an RTTT Review made by the USDE and a financial overview of Maryland's \$250 million RTTT funds. She concluded by noting that the State provided sub-grants to LEAs and asked the presenters to discuss their accomplishments made as a result of RTTT funding.

Dr. Wagner said that his LEA kept State Goals in mind in developing Common Core Standards, a new Principal/Teacher Evaluation System and Break-Through Centers.

Dr. Hughes explained that technology upgrades were made and the infrastructure was rebuilt. He also said that strategic professional development was provided to all teachers which helped them provide more rigorous training to students and develop cooperative learning skills, conduct curriculum writing and look at gap analyses. He said that the school system was able to hire a Data Analyst and that a *Train the Trainer* model was used to provide professional development for all staff. He also noted that funds were used to offset the cost of dual enrollment. He explained that DCPS has partnered with the University of Maryland, Eastern Shore and several community colleges to provide dual enrollment. Dr. Hughes reported that the LEA was also able to purchase additional laptops, iPads and Chrome Books for school staff and students.

Dr. Wagner reported on the Breakthrough Center Partnership in which a specific process is employed for student mastery to improve. He explained the process and the positive effect it has had on student achievement.

Dr. Williamson said Queen Anne's County Public Schools (QACPS) received additional funding through State grants which provided Chrome Books and laptops for teachers and students. She also explained that teachers were given opportunities to do curriculum work stating that "Those dollars were very important."

Mr. Burke reported that Baltimore County Public Schools (BCPS) serve more than 111,000 students and that RTTT funding provided alignment to the Maryland College and Career Ready Standards for ELA and math, and alignment to the Universal Design for Learning (UDL), a process of personalization based on learned preference, variability and accessibility. He stated that new models for professional practice and student growth were developed and implemented. Mr. Burke explained that a project with Towson State University redesigned teacher preparation and that RTTT funding helped align resources and support based on performance data to assist low performing schools. He also noted that data collection and reporting was enhanced.

In response to a question by President Guffrie Smith, Dr. Wagner said that DCPS created a parent portal which encourages parental involvement. Dr. Williamson said that QACPS has created a parent portal, handouts, videos, a website and a public TV channel to encourage parental involvement as well.

In response to a question by Ms. Eberhart, Ms. Gable said that all three LEAs have created secure parent portals.

In response to a question by Ms. Weeldreyer, Dr. Wagner explained that Towson State University did a comprehensive study on the Breakthrough Center and its development of leadership capacity. He offered to provide that Report to the Board.

In response to another question by Ms. Weeldreyer, Ms. Gable said that the Breakthrough Centers will continue with the use of general funding, in spite of diminished resources.

In response to a request by Ms. Weeldreyer, Ms. Gable said she would provide the Board with a brief report on evidence of the benefits of the Breakthrough Centers. Dr. Wagner said, "Even our high performing schools benefit from this process."

Assessment

Interim State Superintendent Jack Smith asked Doug Strader and Henry Johnson to provide an update on feedback on how LEAs are addressing issues and concerns surrounding assessments.

Dr. Strader discussed ongoing and in-progress ways that LEAs are mitigating concerns surrounding testing. He reported that the Educational Testing Service (ETS) is looking at individual states and that a report is due by early January. He agreed to share the report with the Board when it becomes available. Dr. Johnson said that he has seen a draft report and offered to provide that to the Board as well.

Mr. Giammo said, "This is the kind of conversation we want to have. Thank you."

In response to a question by Ms. Eberhart, Dr. Johnson said that teachers have access to Kindergarten Readiness Assessment (KRA) results immediately.

Mr. Giammo said, "I want an individual student report on PARCC. The program is not very user friendly."

Interim State Superintendent Jack Smith said that he will provide Board Member feedback to the PARCC Consortium. He reported that the Maryland Memorandum of Understanding (MOU) will conclude on December 31, 2015 and that MSDE is working with the Governing Board, PARCC Inc. and Pearson to develop an extension through April or May. He said they are looking for tier involvement with PARCC noting, "There are a lot of options. After I get a draft, I will send the Board the MOU and ask you to consider our involvement in PARCC for a few months. We are in a lot of flux right now."

Upcoming State Board Meeting Topics

1. PARCC and MOU
2. Programmatic Next Generation Science Standards
3. Consensus for Science Assessment
4. Graduation requirements and graduation rates
5. Two additional sessions on ESEA Reauthorization and the criteria for students to enter CTE programs

In response to a question by Mr. Giammo, Interim State Superintendent Jack Smith said that a lot of LEAs are discussing changing their approach to final exams and provided a list of what the current policies are in several LEAs.

Interim State Superintendent Jack Smith outlined the following additional items for Board Meeting discussion:

1. Fine Arts Data (what's happening in 24 LEAs)
2. Gifted Education Report
3. Math Advisory Report
4. ELL Task Force Report

Dr. Guyton reminded Board members that she had requested a discussion around the Department of Rehabilitation Services (DORS) programs.

Upon motion by Dr. Guyton, seconded by Mr. Giammo, the Board unanimously agreed to hold an additional day each month for possible Board discussions and information only. (In Favor – 8)

BOARD MEMBER UPDATES

President Guffrie Smith:

- reported that three proposals were received from Search Firms to conduct a Superintendent of Schools search for Maryland and that the Board Evaluation Committee will meet later this week to discuss the proposals.
- reported that 16 applications were received for the openings on the Baltimore City Board of School Commissioners and that a Board Committee will meet this week to review those applications and begin the interview process.
- reported that the *Maryland Adult Learning Advisory Council (MALAC)* is seeking a board representative to join the Council to fill a vacancy brought about by the departure of a former Board member. He asked for a volunteer to serve on this important Council.

Dr. Finn:

- made a motion to seek a waiver by the General Assembly of the requirement for a State Superintendent to have no less than seven years of teaching experience. The motion failed. Mr. Smarick said that he agrees with the need for a waiver, but that there needs to be a majority of appointed Board members to vote on this.
- requested information on early entry into kindergarten practices and other issues on gifted education in Maryland. The Interim State Superintendent Jack Smith agreed to do a survey of LEAs and provide it to the Board.
- requested an LEA analysis on policy and regulations on intra-district school choice. Ms. Eberhart said, "I believe this is a county decision. Counties should own their decisions. I don't mind gathering information."

Dr. Guyton:

- attended the MSDE Early Childhood Education Quorum Conference
- attended the P-20 Leadership Council Meeting and will serve on a Committee on Career Preparation for At Risk Students

Ms. Eberhart:

- will be working with a Committee looking at Next Generation Science Standards
- reported that MSDE got a grant from the National Association of State Boards of Education (NASBE) to form a work group to look at curriculum and professional development for Computer Science and Computational Thinking
- suggested the use of Skype or U Stream to promote more Public Comments. Ms. Michel said that MSDE is looking at streaming Board meetings live. The President said that staff is looking at what other state school systems are doing.

PUBLIC COMMENTS

President Guffrie Smith explained procedures by which the Board hears public comments. The following persons presented public comments:

- Dr. Walter Dunson – increased teacher preparation
- Steve Weber – School disciplinary problems
- Chris Fallon – Achievement gap

OPINIONS

Ms. Kameen announced the following Opinions:

- 15-37 *Gloria Archer-Williams v. Baltimore City Board of School Commissioners* –teacher termination (affirmed the local board’s decision)
- 15-38 *Greg & Sivan K. v. Montgomery County Board of Education* – student transfer (affirmed the local board’s decision)
- 15-39 *Patricia Karp v. Baltimore City Board of School Commissioners* – non-renewal of teaching contract (affirmed the local board’s decision)
- 15-40 *Samira L. v. Howard County Board of Education* – early entry into kindergarten (affirmed the local board’s decision)
- 15-41 *Marcia Martin v. Baltimore City Board of School Commissioners* – non-renewal of teaching certificate/teacher termination (reversed the local board’s decision)


Ms. Kameen announced the following Order:

- OR 15-12 *Stephen M. and Marilia M. v. Montgomery County Board of Education* – first grade entry (dismissed as untimely)

ADJOURNMENT

With no further business before the Board, the meeting adjourned at 3:50 p.m.

Respectfully submitted,



Jack R. Smith, Ph.D.
Interim Secretary/Treasurer

Date: 2/12/16

MARYLAND STATE BOARD OF EDUCATION
CLOSED SESSION

On this 8th day of **December, 2015**, at the hour of 11:35 am/pm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Larry Giammo

Seconded by: Laura Wozniak

In Favor: _____ Opposed: 0 - Member(s) Opposed: _____

The meeting was closed under authority of §10-503(a)(1)(I) and §10-508(a) of the State Government Article of the Annotated Code of Maryland for the following reason(s): (check all which apply)

- ☒ (1) To discuss: (I) the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or (ii) any other personnel matter that affects one or more specific individuals.
- ☐ (2) To protect the privacy or reputation of individuals with respect to a matter that is not related to public business.
- ☐ (3) To consider the acquisition of real property for a public purpose and matters directly related thereto.
- ☐ (4) To consider a matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State.
- ☐ (5) To consider the investment of public funds.
- ☐ (6) To consider the marketing of public securities.
- ☒ (7) To consult with counsel to obtain legal advice.
- ☐ (8) To consult with staff, consultants, or other individuals about pending or potential litigation.
- ☐ (9) To conduct collective bargaining negotiations or consider matters that relate to the negotiations.
- ☐ (10) To discuss public security, if the public body determines that public discussion would constitute a risk to the public or to public security, including: (I) the deployment of fire and police services and staff; and (ii) the development and implementation of emergency plans.
- ☐ (11) To prepare, administer, or grade a scholastic, licensing, or qualifying examination.
- ☐ (12) To conduct or discuss an investigative proceeding on actual or possible criminal conduct.
- ☐ (13) To comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter.
- ☐ (14) Before a contract is awarded or bids are opened, to discuss a matter directly related to a negotiating strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process.

The topics to be discussed during this closed session include:

1. 5 Legal Appeals.
2. 1 Draft Orders.
3. 3 Internal Board Management Matters.


President

MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE December 08, 2015 BOARD MEETING

I. Appointments Grade 19 and above:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Birenbaum, Nancy	Education Program Specialist I, Dispute Resolution Compliance Specialist	21	Special Education/Early Intervention Services	TBD
Dammann, Matthew W.	Program Manager IV – Accountability Support Manager	22	Curriculum, Assessment and Accountability	TBD
Hudock, Kenneth L.	Education Program Supervisor, Monitoring and Accountability Section Chief	22	Special Education/Early Intervention Services	TBD
Parker, Jennifer C.	Education Program Specialist I, Early Childhood Special Education Specialist	21	Special Education/Early Intervention Services	TBD
Stewart, Michelle R.	Program Manager II – Regional Director for Southern Maryland (Region II)	20	Rehabilitation Services	TBD
Wedemeyer, Eric M.	Computer Network Specialist Manager	20	Office of Information Technology	TBD

II. Appointments Grade 18 and below:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Barron, Robert S.	Teacher, Academic – Career Research and Development	IEPP	Career and College Readiness, Juvenile Services Education	01/01/16
Providence, Judith A.	Teacher, Academic - Mathematics	IEPP	Career and College Readiness, Juvenile Services Education	01/01/16

III. Other Actions:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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December 08, 2015

BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Nancy Birenbaum
Position: Education Program Specialist I, Dispute Resolution Compliance Specialist
Division: Special Education/Early Intervention Services
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$88,424
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree or equivalent 36 post baccalaureate credit hours of course work in Education, Special Education or a related field.

EXPERIENCE:

Four (4) years of professional administrative experience in or affiliated with special education or early intervention.

NOTES:

Two (2) additional years of experience as defined may substitute for the Master's Degree. Possession of a Doctorate in a field related to the position option may be substituted for one year of the required experience.

DESCRIPTION:

This position is responsible for ensuring that the local education agencies complete all corrective actions resulting from due process hearing decisions and complaint investigations; based on these decisions provide technical assistance to the local education agencies to ensure proper steps are taken to revise operating procedures to avoid future violations that result or may result in the denial of a free appropriate public education for students with disabilities; and to consult with other Branch and Division staff in monitoring the implementation of the Individuals with Disabilities Act as required by State and federal law and regulation.

QUALIFICATIONS:

Education:

University of LaVerne (LaVerne, California) 2003 – Doctorate in Education Leadership, Organizational Development.

Coppin State University (Baltimore, Maryland) 1973 – Master's Degree in Special Education Emotionally Disturbed.

Towson State University (Baltimore, Maryland) 1971 – Bachelor's Degree in Elementary Education.

Experience:

Baltimore City Public Schools (Baltimore, Maryland)

2013 – Present: Director Student Learning and Support

Maryland State Department of Education

2015 – Present: Education Program Specialist I – Special Education Due Process Part-Time Contractual

South East Consortium for Special Education (San Jose, California)

2009 – 2012: Executive Director Special Education Local Plan (SELPA)

Martinez Unified School District (Martinez, California)

2004 – 2009: Director Student Services

Interim Educational Management (Walnut Creek, California)

1999 – 2004: Owner/Operator/Consultant

EMPLOYMENT STATUS:

Promotional



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December 08, 2015

BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Matthew W. Dammann, Ed.D.
Position: Program Manager IV – Accountability Support Manager
Division: Curriculum, Assessment and Accountability
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$61,496 - \$103,743
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree or 36 post baccalaureate credit hours of coursework from an accredited college or university is required. A Master's Degree is preferred.

EXPERIENCE:

Five years of experience in administrative or teaching experience in or affiliated with an education program; this experience to include coordinating or administering an education research program or education research related area. Experience in statistical analysis, applications development and research or data management preferred.

DESCRIPTION:

This is a professional position responsible for directing and managing information management activities to support the development, coordination, implementation and maintenance of the accountability program for the Division of Curriculum, Assessment and Accountability.

QUALIFICATIONS:

Education:

The Johns Hopkins University (Baltimore, Maryland) 2010 - Education Doctorate Degree in Teacher Development and Leadership – Minor: School Administration, Minor: Statistics; 2003 – Master's Degree in School Administration – Minor: Program Evaluation.

Elmira College (Elmira, New York) 1998 – Master's Degree in Reading Education – Minor: Psychology; 1996 – Bachelor's Degree in Elementary Education - Major: Arts and Humanities Minor: Psychology.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2006 – Present: Education Program Specialist Accountability

Catapult Learning (Baltimore, Maryland)

2005 – 2006: Manager, Research & Reporting

Baltimore County Public Schools (Baltimore, Maryland)

2002 – 2005: Research/Testing Specialist

The Johns Hopkins University (Baltimore, Maryland)

2000 – 2002: Diagnostic Specialist

1999 – 2000: Mentor/Liaison

Edgemeade/Raymond A. Rogers School (Upper Marlboro, Maryland)

1998 – 1999: Reading Specialist

EOP of Chemung County (Elmira, New York)

1996 – 1998: Program Coordinator – Youth Technology Program

Ernie Davis Community Center (Elmira, New York)

1994 – 1996: Educational Coordinator

EMPLOYMENT STATUS:

Promotion

December 08, 2015

BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Kenneth L. Hudock
Position: Education Program Supervisor, Special Education Monitoring and Accountability
Division: Special Education/Early Intervention Services
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$64,608 - \$103,743
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree or equivalent 36 post baccalaureate credit hours of course work in Education, Special Education or a related.

EXPERIENCE:

Five (5) years of professional administrative experience in or affiliated with special education or early intervention.

DESCRIPTION:

This position is responsible for coordinating the implementation of the Birth – 21 Monitoring for Continuous Improvement and Results (MCIR) system that is an integral part of the Maryland State Department of Education, Division of Special Education/Early Intervention Services under the federal Individuals with Disabilities Education Act (IDEA).

QUALIFICATIONS:

Education:

Salisbury State university (Salisbury, Maryland) 1995 – Master’s Degree in Education Psychology.

Clarion University of Pennsylvania (Clarion Pennsylvania) 1991 – Bachelor’s Degree in Psychology.

Certifications:

Maryland State Department of Education.

Certified Educational Administrator.

Teachers Advanced Professional Certificate.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2014 – Present: Education Program Specialist

Kent County Public Schools (Chestertown, Maryland):

2007 – 2013: Principal, Worton Elementary School

2006 – 2007: Principal, Galena Middle School

2005 – 2006: Assistant Principal, Kent County High School

Queen Anne’s County High School (Queen Anne’s County, Maryland)

1996 – 2005: Special Education Chair

Council on Children, Youth, and Families (Cambridge, Maryland)

1993 – 1995: Case Manager

Wilmington University (New Castle, Delaware)

1995 – Present: Adjunct Professor

Dorchester County Public Schools (Dorchester County, Maryland)

1995 – 1996: Special Education Teacher

Bethany House (Cordova, Maryland)

1992 – 1993: Clinical Coordinator

George Junior Republic in Pennsylvania (Grove City, Pennsylvania)

1991 – 1992: Case Manager

EMPLOYMENT STATUS:

Promotion

December 08, 2015

BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Jennifer C. Parker

Position: Education Program Specialist I, Early Childhood Special Education Specialist

Division: Special Education/Early Intervention Services

Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree in Early Childhood Special Education, Early Childhood Education, or Special Education.

EXPERIENCE:

Four (4) years of direct teaching experience with additional experience in the design and implementation of early childhood assessment practices and protocols; experience must include coordinating services within community-based or school-based programs that include children with disabilities, and their families.

DESCRIPTION:

This position is responsible for the provision of programmatic support and technical assistance to local Infants and Toddlers Programs (LITPs), local school system (LSS) preschool special education services, and community and school-based public and private early childhood programs for the implementation of a statewide birth through five seamless, comprehensive system of coordinated services for children with disabilities, age birth through five, and their families.

QUALIFICATIONS:

Education:

The University of Memphis, Cecil C. Humphreys School of Law (Memphis, Tennessee) 2005 – Juris Doctorate.

Xavier University (Cincinnati, Ohio) 1994 – Master's Degree in Education, Specialization: Early Childhood Education; Montessori Education.

Earlham College (Richmond, Indiana) 1992 - Bachelor's Degree (with honors) Studies in Education.

Experience:

District of Columbia Public Schools (Washington, D.C.)

2012 – Present: Director, Inclusion and Interventions

Baltimore City Public Schools (Baltimore, Maryland)

2010 – 2012: Teacher

District of Columbia Schools Central Office (Washington, D.C.)

2009 – 2010: Chief Compliance Officer

St. Jude Children's Research Hospital (Memphis, Tennessee)

2007 – 2009: Coordinator of Academy Programs/STARR program

Memphis City Schools (Memphis, Tennessee)

2006 – 2007: Special Education Teacher

1998 – 1998: Kindergarten Teacher

The University of Memphis, Lipman Early Childhood Research Institute and Laboratory School (Memphis, Tennessee)

1999 – 2001: Supervising Teacher

Metro – Nashville Public Schools (Nashville, Tennessee)

1996 – 1998: Curriculum Coordinator/Administrator

Dayton Public Schools (Dayton, Ohio)

1996 – 1996: Elementary Teacher

EMPLOYMENT STATUS:

New Hire



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December 08, 2015

BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Michelle R. Stewart

Position: Program Manager II – Reginal Director for Southern Maryland
(Region II)

Division: Rehabilitation Services

Salary Grade: State Salary Grade: 20
Annual Salary Range: \$56,743 - \$91,107

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Bachelor's Degree is required; course work in Management, Supervision, or Administration is desirable. A Master's Degree is preferred.

EXPERIENCE:

Six (6) years of professional experience in rehabilitation or in the adjudication or processing of disability claims. Three (3) years of the required experience must have included direct supervision of the professional employees or specialized experience as the technical lead providing rehabilitation services for clients with disabilities or in developing disability claims and establishing eligibility for SSDI and SSI.

DESCRIPTION:

This is a professional position responsible for planning directing, managing and maintaining accountability for the Vocational Rehabilitation Services program within the Office of Field Services in the Anne Arundel, Calvert, Caroline, Charles, Dorchester, Kent, Queen Anne's, St. Mary's Somerset, Talbot, Wicomico, and Worcester Counties. This position serves as the primary agent for developing and maintaining cooperative and coordinated service delivery systems within the offices in the Southern Maryland and Eastern Shore areas.

QUALIFICATIONS:

Education:

University of Maryland (College Park, Maryland) 1999 – Master's Degree in Rehabilitation Counseling.

Cortland State University (Cortland, New York) 1994 – Bachelor's Degree in Health Science/Community Health Education.

Experience:

Division of Rehabilitation Services (Baltimore, Maryland)

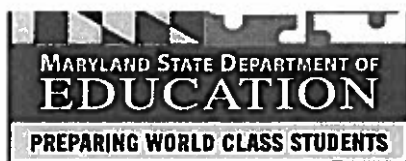
2012 – Present: Staff Specialist III, Transition and Supported Employment

2006 - 2012: Vocational Rehabilitation Specialist Supervisor

1999 – 2006: Vocational Rehabilitation Specialist

EMPLOYMENT STATUS:

Promotion



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December 08, 2015

BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Eric M. Wedemeyer
Position: Computer Network Specialist Manager
Division: Office of Information Technology
Salary Grade: State Salary Grade: 20
Annual Salary Range: \$55,630 - \$91,107
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Bachelor's Degree in computer information technology, management information systems or other information technology related field, to include course work in local or wide area computer networks, from an accredited college or university.

EXPERIENCE:

Three years of experience planning, integrating and maintaining software and hardware for local or wide area computer networks.

NOTE:

Candidates may substitute experience directly related to the position on a year-for-year basis for up to 4 years for the required education. U.S. Armed Forces military service experience as a commissioned officer in Network Analyst classifications or Network Integration and management specialty codes in the Information Technology field of work on a year-for-year basis for the required experience and education.

DESCRIPTION:

This is a Management level position responsible for providing leadership and support for MSDE's network administration and for overseeing help desk support and related services to MSDE staff.

QUALIFICATIONS:

Education:

Anne Arundel Community College (Arnold, Maryland) 1998 – Associate's Degree in Computer Science

Certifications:

University of Miami (Miami, Florida) 2013 - Certificate VSphere 5.0

Global Knowledge Network; 2011 Certificate VSphere 4.0

IBM; 2007 IBM Blades Certificate

Bowie Citrix; 2005 Citrix Metaframe Certificate and 2005 Citrix NetScaler

Experience:

Veterans Administration VA Web Operations and RDCC (Baltimore, Maryland)

2007 – 2015: Senior System Engineer

Mercantile/PNC Bank (Linthicum, Maryland)

1996 – 2007: Senior Technology Manager

EMPLOYMENT STATUS:

New Hire

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE December 08, 2015 BOARD MEETING**

I. Appointments Grade 19 and above:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Bursick, Jason J.	Education Program Specialist I, Assistant Director Maryland Public Secondary Schools Athletic Association	21	Curriculum Assessment and Accountability	TBD
Herrera, Antonio	Chief Information Officer- Program Manager Senior III	25	Office of Information Technology	TBD

II. Appointments Grade 18 and below:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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III. Other Actions:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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Jack R. Smith Ph.D.
Interim State Superintendent of Schools

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December 08, 2015

BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Antonio J. Herrera
Position: Chief Information Officer – Program Manager Senior III
Division: Office of Information Technology
Salary Grade: State Salary Grade: 25
Annual Salary Range: \$78,595 - \$126,182
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree or 36 post baccalaureate credit hours of coursework in Computer Information Technology, Management Information Systems, Computer Science, a combination of Business and Information Systems or a related field.

EXPERIENCE:

Six (6) years professional experience with managing, designing, developing, implementing, maintaining and controlling information technology systems for multipurpose, multi-tasking operations. Three (3) years of the required experience must have included direct supervision of other professional employees.

DESCRIPTION:

This is a professional position serving as the Chief Information Officer (CIO) for the Maryland State Department of Education responsible for providing strategy, leadership, and direction of MSDE's information technology resources and policies.

QUALIFICATIONS:

Education:

Loyola Graduate School of Business (Chicago, Illinois) 2005 – Master's Degree, Executive Management Program.

Loyola University of Chicago (Chicago, Illinois) – Bachelor of Arts Degree in History

Project Management Institute: Project Management Certification Program, Completed 1998.

Microsoft Certified Professional (MCSE) Program, Completed 2001.

Cisco Fundamentals, Completed June 2004.

Experience:

Baltimore City Community College (Baltimore, Maryland)

2012 – Present: VP & Chief Information Officer – Information Technology Services

College of Lake County (Grayslake, Illinois)

2011 – 2012: Systems Director –Green Initiatives

Rock Valley College (Rockford, Illinois)

2007 – 2011: Managing Director (CIO/CTO) – Information Technology Services

Northeastern Illinois University (Chicago, Illinois)

2006 – 2007: Director IT – Enterprise Resource Planning

Morton College (Cicero, Illinois)

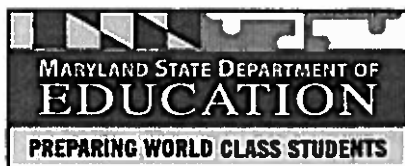
2004 – 2005: Director – Management Information Systems (CIO)

TELLABS (Naperville, Illinois)

2001 – 2003: Manager Software Development

EMPLOYMENT STATUS:

New Hire



Jack R. Smith Ph.D.
Interim State Superintendent of Schools

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December 08, 2015

BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Jason J. Bursick, CAA

Position: Education Program Specialist I, Assistant Director Maryland Public Secondary Schools Athletic Association (MPSSAA)

Division: Curriculum Assessment and Accountability

Salary Grade: 21
\$60,543 - \$88,424

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 credit hours of post baccalaureate course work in Education, Educational Administration/Supervision, Athletic Administration, or a closely related field.

EXPERIENCE:

Four (4) years of professional administrative, coaching, and/or teaching experience in or affiliated with an education program including two (2) years of experience in coordinating or administering an athletic program or service directly related to the position. Leadership experience with a secondary school interscholastic athletic program is preferred.

NOTES:

1. Two years of additional experience as defined above may be substituted for the Master's Degree.
2. Possession of a Doctorate in a field related to the position may be substituted for one year of the experience requirements.

DESCRIPTION:

This is a professional position serving as Assistant Director of the Maryland Public Secondary Schools Athletic Association (MPSSAA) responsible for providing technical assistance to local school systems for the organization, development, and administration of high school athletic events for the state's public schools and promotes high school athletics as an integral part of the total educational program.

QUALIFICATIONS:

Education:

American Public University (Charles Town, West Virginia) 2015 – Master's Degree Pending Commencement

Duquesne University (Pittsburgh, Pennsylvania) 1998 – Bachelor's Degree in Secondary Education

National Interscholastic Athletic Administration (Indiana) 2015 –Certified Athletic Administrator

Experience:

McDonough High School (Pomfret, Maryland)

2009 – Present: Athletic Director

Henry E. Lackey High School

2005 – 2009: Instructional Administrator

Charles County Public Schools (LaPlata, Maryland)

2006 – 2008: Administrator/Principal

Thomas Stone High School (Waldorf, Maryland)

1999 – 2005: Social Studies Teacher

2000 – 2005: Head Wrestling Coach

2001 – 2004: Assistant Football Coach

EMPLOYMENT STATUS:

New Hire

**MARYLAND STATE BOARD OF EDUCATION
EXECUTIVE SESSION AGENDA
DECEMBER 8th 2015
12:00 PM – 1:15 PM**

Appeal Memoranda for Review

Liz Kameen

There are five appeals memoranda for review:

- *Gloria Archer-Williams v. Baltimore City Board of School Commissioners* -teacher termination
- *Greg & Sivan K. v. Montgomery County Board of Education* - student transfer
- *Patricia Karp v. Baltimore City Board of School Commissioners* - non-renewal of teaching contract
- *Samira L. v. Howard County Board of Education* - early K entry
- *Marcia Martin v. Baltimore City Board of School Commissioners* - non-renewal of teaching certificate/teacher termination

Draft Order

Liz Kameen

There is one draft order for review:

- *Stephen M. and Marilia M. v. Montgomery County Board of Education* – 1st grade entry – Order No. OR 15-12

Information and Discussion

- PARCC/Pearson Contract

Jack R. Smith

Internal Management

- Superintendent of Schools Search
 - Additional legal advice on timing and authority, if necessary
 - Discuss RFP Specifications (if using Search Firm)

**Guffrie M. Smith, Jr.
Liz Kameen
Guffrie M. Smith, Jr.**

1:15 PM - ADJOURNMENT